

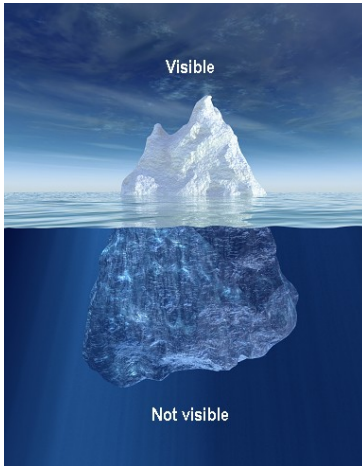
Report for:

# Jennifer Example

Entry Date	25 - 08 - 2010	
Email	info@onlinetalentmanager.com	
Group	Purchasing	Department
	Selection	

# Introduction

You have completed one or more questionnaires in the Online Talent Manager system. This report explains the results of these questionnaires. All Online Talent Manager tests were developed by highly experienced psychologists and are the result of years of research.



## The Iceberg Model

The iceberg model is a good way of illustrating the difference between the visible and hidden portions of your personality. The small portion 'above the waterline' is made up of behaviors and characteristics that others can see. Most of your personality is 'below the waterline' and not easily visible to others. This hidden area includes your deep motivations, intrinsic values, and your basic personality, things that influence your behavior and have a big impact on your job performance and satisfaction.

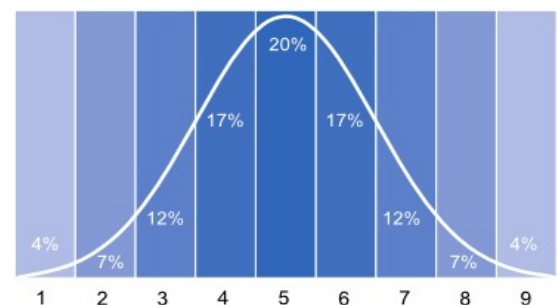
## Norm Group

There is no universal, absolute scale of personality. We calculate your results by referencing a 'norm group'. Your personality test results are expressed on a numerical scale that shows how your scores compare to the scores of other respondents to the same test.

## Stanine score

The numerical score given for each trait is a representation of how your results compare to those of a norm group. Your score may vary depending on the norm group used to generate this report. Scores range from '1' (very low) to '9' (very high) with '5' representing the average score of the group. The graphic below displays the shape of a normal distribution. This graphic shows the percentages of respondents who fall into each rank. As you can see, the '1' and '9' scores are quite extreme, with each of them only occurring 4% of the time and that fully 20% of all respondents will have a '5' score.

score 1	Low
score 2	
score 3	Below average
score 4	
score 5	Average
score 6	
score 7	Above average
score 8	
score 9	High



# Conceptual Relations

The test Conceptual Relations measures the ability to reason verbally using (more) abstract terms. Tests like this one are called 'Verbal Analogy' tests and give a good indication of general intelligence and thinking level. These tests are good indicators of performance in school and are also strongly correlated with theoretical learning capacity. This test measures the basic ability to think of and develop new concepts in your own field and the basic intellectual capacity needed to look beyond your specialized area, to gain a clear insight into unknown areas and to evaluate and integrate other people's arguments into your own thinking. The capacity to reason verbally using abstract words is an important competency for management, policy, and specialist functions. Examples of these functions would be IT, work that is legal in nature, or in field scientific research. A low score on this test could indicate problems with getting to the heart of a problem and to summarize large amounts of verbal information concisely. Compensation for this can be found in having considerable experience and knowledge of your subject and high emotional intelligence.

Your scores have been compared to a group of respondents with the following characteristics: (S.S.34)

- Education level: Bachelor's degree, Graduate degree
- Test situation - selection or development

1 2 **3** 4 5 6 7 8 9

